

AGENDA

HEALTH EDUCATION AND LEADERSHIP (HEAL) PROGRAM

INDIVIDUAL 1-HOUR TRAINING

OUTCOMES

At the end of this training, you will be able to

1. Understand the laws that protect your health and safety at work, including how to report a problem;
2. Identify the workplace hazards that grocery workers face;
3. List ways to increase the safety of your work environment and
4. Identify your health and safety allies at work.

AGENDA (1 HOUR, 15 MINUTES)

1. Lesson Overview and Your Worker Profile (15 minutes)
2. Your Rights to a Safe and Healthy Workplace: Is Your Employer Following the Law? (17 minutes)
3. Job Hazards for Grocery Workers (13 minutes)
4. Solutions for a Safer Workplace (20 minutes)
5. Your Health and Safety Allies at Work (5 minutes)
6. Closing and Evaluation: Was This Training Effective? (5 minutes)

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Is your employer following the law?

If the answer is:

YES:

Mark 1 point.

NO:

Mark –1 point.

Don't know:

Mark 0 points.

RIGHT TO KNOW

Questions	Yes/No/?	Points
1. Are all chemical products that are used in your workplace labeled?		
2. (If your employer has 10 or more employees) Can you get from your employer a record of all job-related illnesses and job injuries that have happened at your workplace in the past year? These are illnesses and injuries that require more than first aid treatment, result in lost work time, cause restricted duties or a job transfer, or cause the worker to lose consciousness.		
3. Does your employer immediately report serious job-related injuries, illnesses or fatalities to the government agency Cal/OSHA?		

RIGHT TO PROTECTION

Questions	Yes/No/?	Points
4. Does your employer display the <i>Safety and Health Protection on the Job</i> poster that explains your rights?		
5. Do you know how you can report unsafe conditions to your employer without fear of punishment?		
6. Does your employer regularly inspect the worksite for unsafe or unhealthful conditions?		
7. Does your employer have a system to correct hazards in a timely manner?		
8. Does your employer train you and all other employees about the specific hazards on the job in a language that you can understand and through methods that you can understand?		

RIGHT TO TAKE ACTION

Questions	Yes/No/?	Points
9. Does your employer punish workers for reporting job hazards to the government?		



GENERAL RIGHTS


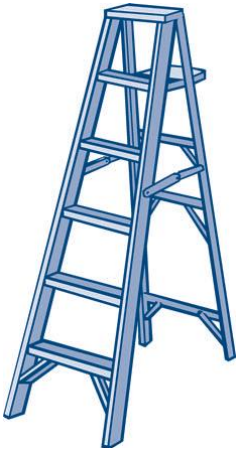
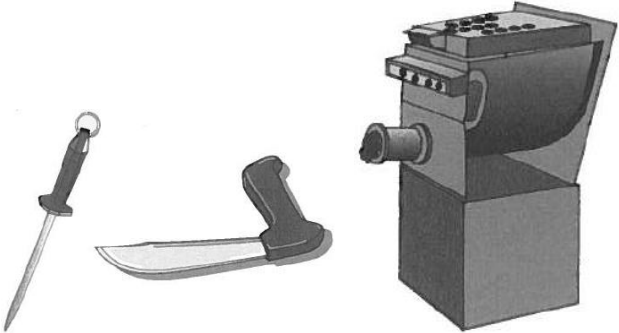
Questions	Yes/No/?	Points
10. Does your employer uphold these health and safety laws for non-citizens?		

Total Points: _____

Please insert:

Workers' Rights to a Healthy and Safe Workplace

<input checked="" type="checkbox"/>	HAZARD	TYPES OF INJURIES CAUSED
<input type="checkbox"/>	 <p>1. Floors that are slippery or uneven <i>Can cause slips and falls or bumping into objects.</i></p>	<p>Bruises Cuts Injuries to your muscles, joints and bones Head injuries Death</p>
<input type="checkbox"/>	 <p>2. Improper storage <i>Overcrowded shelves, heavy objects stored high up. Can cause objects to fall on workers or workers to injure themselves trying to access objects.</i></p>	

<input type="checkbox"/>	 <p>3. Heavy objects</p>	
<input type="checkbox"/>	 <p>4. Heights</p>	<p>Bruises Cuts Injuries to your muscles, joints and bones Head injuries Death</p>
<input type="checkbox"/>	 <p>5. Unsafe machine and hand tools <i>Such as meat grinders, slicers, garbage disposals, knives, box cutters</i></p>	<p>Bruises Cuts Crushed bones Lost limbs</p>

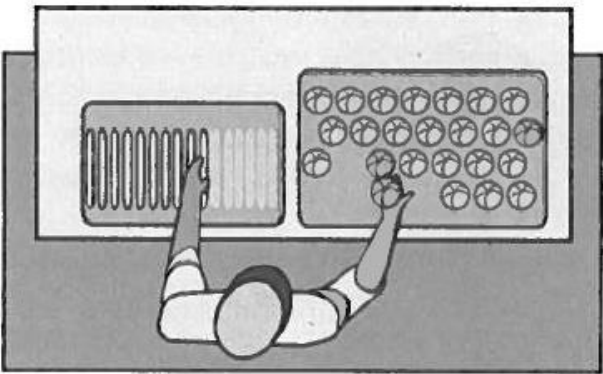





6. Fire hazards or hot objects

Cooking equipment can cause fires. Exit paths that are blocked by merchandise or locked can prevent workers from escaping in the event of a fire.


Eye irritation or injury
Burns
Smoke inhalation
Death

Ergonomic Hazards


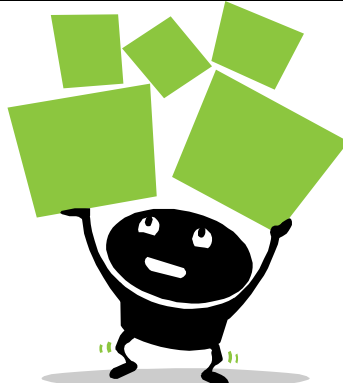

<input checked="" type="checkbox"/>	HAZARD	TYPES OF INJURIES CAUSED
<input type="checkbox"/>	 <p>7. Repetitive motion <i>Performing the same motion over and over again</i></p>	<p>Body aches Bruises Irritated or broken skin Injuries to your muscles, joints and bones</p>
<input type="checkbox"/>	 <p>8. Posture <i>Awkward posture, such as twisting, bending down, kneeling, or reaching. Staying in one position for too long, such as standing in one place</i></p>	

<input type="checkbox"/>	 <p>9. Force <i>Using physical effort in performing a task, like pushing shopping carts or lifting heavy boxes</i></p>	<p>Body aches Bruises Irritated or broken skin Injuries to your muscles, joints and bones</p>
<input type="checkbox"/>	<p>10. Direct Pressure <i>Contact of the body with a hard surface or edge, such as a tool or a counter</i></p>	
<input type="checkbox"/>	 <p>11. Extreme heat/cold and temperature changes. <i>Working in a freezer, in a hot kitchen, or outdoors in extreme weather. Moving between hot places and cold places frequently.</i></p>	<p>Body aches Accidents caused by numb fingers or shivering Heat exhaustion or heat stroke Frostbite Hypothermia</p>

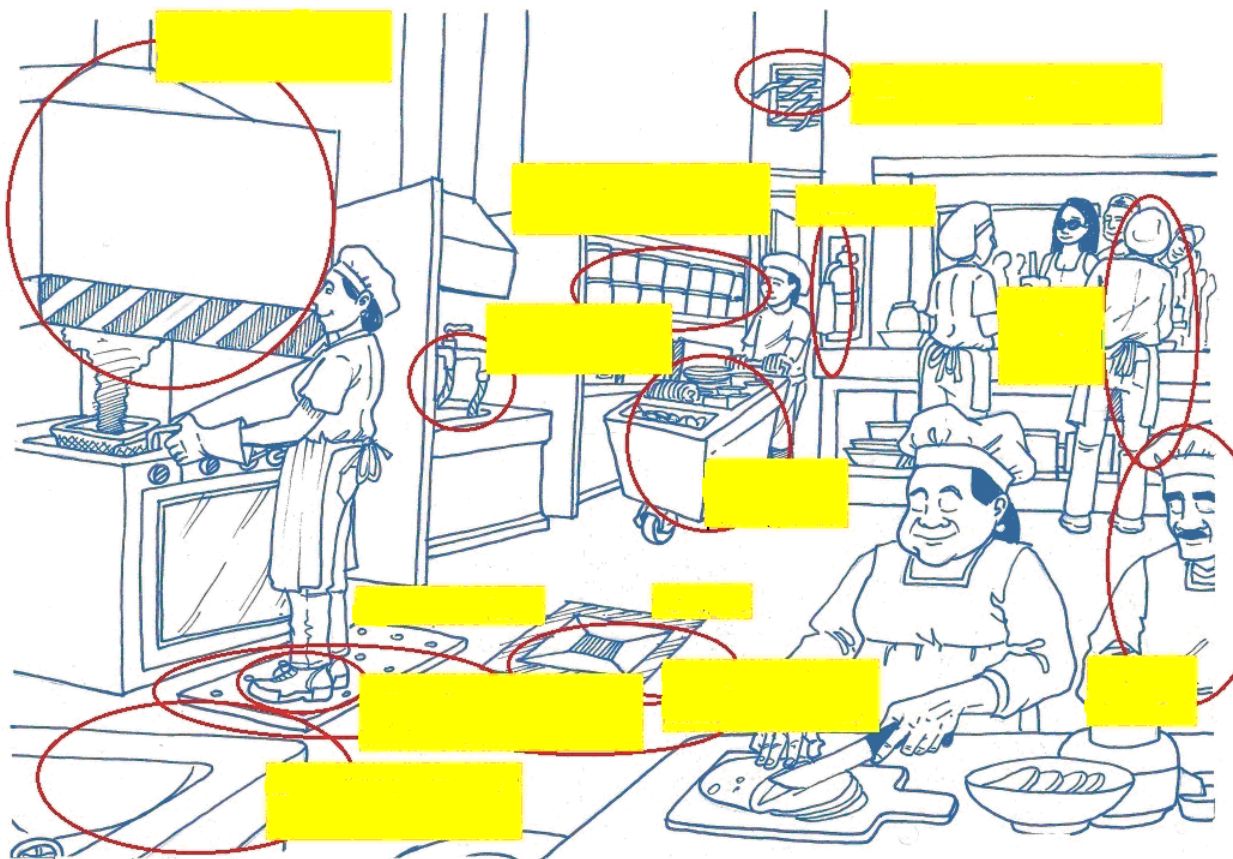
Chemical Hazards

<input checked="" type="checkbox"/>	HAZARD	TYPES OF INJURIES CAUSED
<input type="checkbox"/>	 <p>12. Solvents/cleaners, floor waxes/stripping <i>With ingredients such as chlorine, ammonia, formaldehyde, benzene, lye, and alcohol</i></p>	<p>Rashes or burns Irritation or injury to eyes, nose, throat Damage to internal organs Brain damage Diseases caused by long-term exposure Death Can cause fires or explosions</p>

Other Health Hazards

<input checked="" type="checkbox"/>	HAZARD	TYPES OF INJURIES CAUSED
<input type="checkbox"/>	 <p>13. Mental stress/harassment</p>	<p>High blood pressure Headaches Fatigue Heart disease Emotional disorders</p>
<input type="checkbox"/>	 <p>14. Workload/pace of work</p>	
<input type="checkbox"/>	 <p>15. Shift work or rotating shifts</p>	

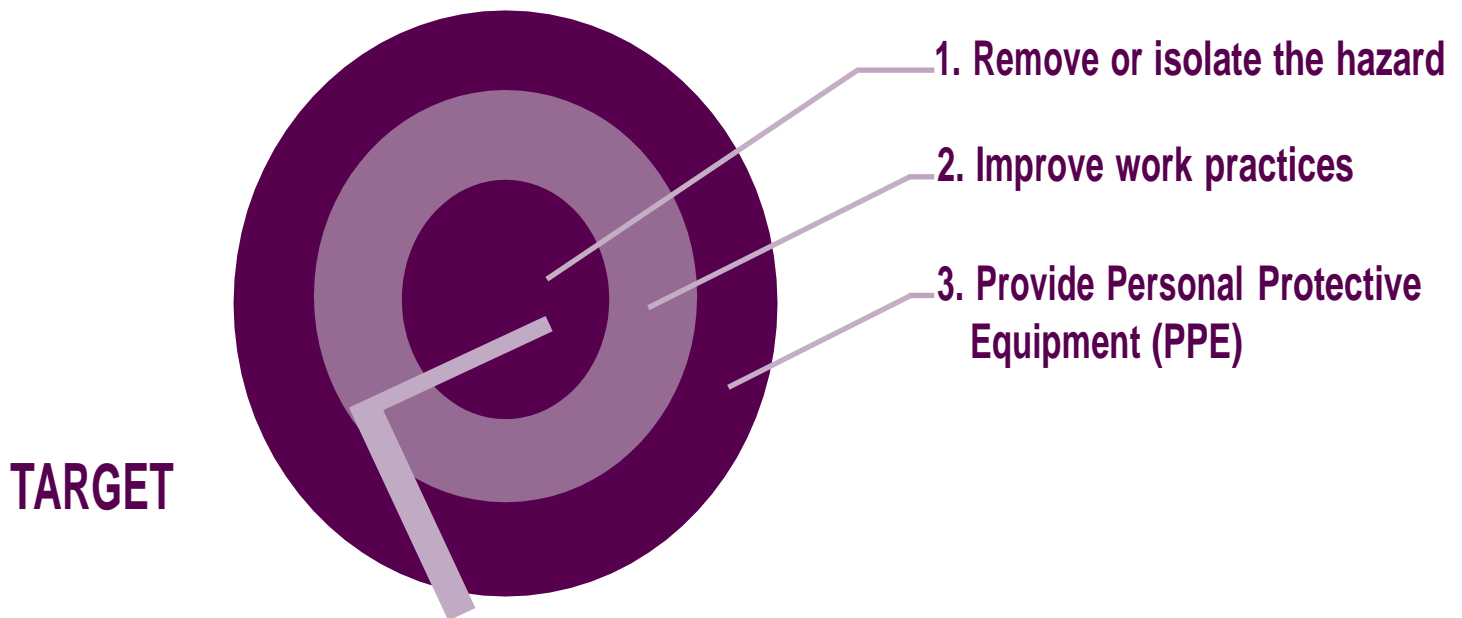
Can you name the safety solutions that you see?



How are hazards controlled?





Once workers have identified some hazards by using the checklist and/or the hazard map, it is necessary to come up with solutions or ways to control them.

The ways to control hazards are grouped into three categories according to their effectiveness, though they should be used together to provide the most effective protection for workers. The best way to prevent injuries is to **isolate or remove the hazard** altogether so it can't hurt anyone. A workplace change that accomplishes this has hit the bull's eye. Sometimes such changes are not possible and it is necessary to come up with other solutions to protect workers, such as **improving safety practices** (second ring), or providing **personal protective equipment** or clothing (outer ring).



Your Ideas for Solutions

Hazard: _____

<div>Solution</div>	<div> Advantages</div>	<div> Disadvantages</div>	<div> Yes / No / Maybe</div>

Examples of Controls for Safety Hazards

Safety Hazards

<i>Controls for...</i>	<i>How Could This Work in My Store?</i>
<p>Slippery, uneven or cracked floors or pavement and clutter</p> <ul style="list-style-type: none"> • Identify and repair sources of leaks • Workers should be given time to wipe wet floors dry and to clear floors of cluttering obstacles. • USDA-approved non-slip flooring material should be used, especially in areas where hand knives and power tools are used. 	
<p>Improper storage</p> <ul style="list-style-type: none"> • Report improperly stacked pallets to the supplier to reduce future problems. 	
<p>Heavy objects</p> <ul style="list-style-type: none"> • Work with suppliers to get supplies packed in smaller quantities per box to reduce the weight that is handled by hand. 	
<p>Height</p> <ul style="list-style-type: none"> • If overhead storage is necessary, use it for light items that are not used often. • Use a step stool to reach items on high shelves. 	
<p>Unsafe machine and hand tools</p>	

<ul style="list-style-type: none"> • Keep knives and safety cutters sharp and train workers in the best knife-sharpening methods. • Machine guards should be used to prevent any possible contact between moving parts of a machine and the workers. • Metal mesh gloves should be provided to all workers who use knives. 	
<p style="text-align: center;">Electrical</p> <ul style="list-style-type: none"> • Replace extension cords with permanent wiring or move equipment within reach of an electrical outlet box. • Periodically inspect all electrical wiring for breaks, fraying, or other defects and repair or replace compromised wiring. 	
<p style="text-align: center;">Fire hazards or hot objects</p> <ul style="list-style-type: none"> • Exit paths should be uncluttered and clearly marked. • Fire extinguishers and/or sprinklers should be installed and inspected at least once a year. 	
<p style="text-align: center;">Robberies and assaults</p> <ul style="list-style-type: none"> • Provide good lighting in the workplace, parking lots, and other areas where people go alone at night. 	

Ergonomic Hazards

<i>Controls for...</i>	<i>How Could This Work in My Store?</i>
<p>Repetitive motion</p> <ul style="list-style-type: none"> • Use keyboards to enter the quantity of identical products rather than scanning each individual item. • Whenever possible, rotate tasks so that you are not doing the same strenuous task for a long time, like squatting or cake decorating. 	
<p>Posture</p> <ul style="list-style-type: none"> • Design work stations like checkstands or counters in the bakery and deli to be adjustable and keep work within the preferred work zone. • Use footrests and anti-fatigue mats in areas where workers stand for prolonged periods. Standing on anti-fatigue mats, as compared to bare floors, provides a noticeable improvement in comfort. • Arrange shelves so that heavy items and fast-moving items are stored within easy reach. This reduces the stress on the body caused by bending or reaching overhead. 	
<p>Force</p> <ul style="list-style-type: none"> • Use carts or rolling stands to move heavy items when stocking or like bags of flour in the bakery. Keep wheels well-maintained. Use pallet jacks to move the heaviest items. 	

<p><i>Direct Pressure</i></p> <ul style="list-style-type: none"> • Remove, round-off, or pad sharp or hard edges with which the cashier may come into contact. 	
<p><i>Extreme heat/cold and temperature changes</i></p> <ul style="list-style-type: none"> • Workers who enter freezers or cold box storage rooms should be provided with insulated gloves, overalls, jackets, and head covering. Two or more layers of light clothing are often better than one layer of heavy clothing when trying to stay warm. • Freezers or cold box storage rooms should not lock from the outside and should have an emergency intercom inside in case the door becomes blocked. 	

Chemical Hazards

<i>Controls for...</i>	<i>How Could This Work in My Store?</i>
<p>Solvents/cleaners, floor waxes and stripping chemicals</p> <ul style="list-style-type: none"> • All chemicals should be labeled by the employer and workers should read the labels for safety information. • Workers must be provided with protective gloves and clothing when working around caustic substances. • In areas where chemicals are used, provide adequate ventilation and an eyewash station. First aid kits and showers should also be readily available in case of exposure. • Ask the employer to use a less toxic product. 	

Other Health Hazards

<i>Controls for...</i>	<i>How Could This Work in My Store?</i>
<p>Noise</p> <ul style="list-style-type: none"> • Noise should be controlled at the source. • All employees working in high-noise areas should be trained in protecting their hearing and provided with a variety of quality hearing protectors to be worn while working in high-noise areas. 	

If you need more ideas for solutions to hazards in your workplace, call Cal/OSHA consulting at 1-800-963-9424.

Leave a message like this:

"Hi, my name is _____. I work in a grocery store. I am concerned about a hazard in my store. (*BRIEFLY describe the hazard.*) I'd like to try to control this hazard but I don't know what the best method is. Can you please call me back with advice? My phone number is _____. Thank you."

5: Finding Your Allies for Health and Safety

Name	Why does this person care about health and safety?	More information about this person's concerns	When and where could I talk to this person?
	<input type="checkbox"/> Someone I trust with my problems <input type="checkbox"/> Been injured/ill <input type="checkbox"/> Talks about concerns <input type="checkbox"/> Stands up to the boss <input type="checkbox"/> Helps co-workers		
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